

Attachment F

**Service Contract Wage Determination
Wage Determination Number 1999-2441
Revision 19
07/30/2002**

94-2441 OR, PORTLAND

08/06/02

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WASHINGTON D.C. 20210

William W. Gross
DirectorDivision of
Wage DeterminationsWage Determination No.: 1994-2441
Revision No.: 19
Date Of Last Revision: 07/30/2002States: **Oregon**, WashingtonArea: **Oregon** Counties of **Clackamas**, Clatsop, Columbia, Gilliam, Hood River, Marion, Multnomah, Polk, Sherman, Tillamook, Wasco, Washington, Yamhill
Washington Counties of Clark, Cowlitz, Klickitat, Pacific, Skamania, Wahkiakum

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	9.02
Accounting Clerk II	11.04
Accounting Clerk III	13.12
Accounting Clerk IV	15.79
Court Reporter	14.84
Dispatcher, Motor Vehicle	14.84
Document Preparation Clerk	11.76
Duplicating Machine Operator	11.40
Film/Tape Librarian	11.96
General Clerk I	7.48
General Clerk II	8.81
General Clerk III	11.30
General Clerk IV	13.26
Housing Referral Assistant	15.65
Key Entry Operator I	10.33
Key Entry Operator II	12.73
Messenger (Courier)	8.95
Order Clerk I	10.97
Order Clerk II	13.66
Personnel Assistant (Employment) I	10.74
Personnel Assistant (Employment) II	12.35
Personnel Assistant (Employment) III	14.81
Personnel Assistant (Employment) IV	16.34
Production Control Clerk	17.13
Rental Clerk	12.05
Scheduler, Maintenance	13.00
Secretary I	12.22
Secretary II	14.64
Secretary III	15.36
Secretary IV	18.25
Secretary V	20.00
Service Order Dispatcher	13.00
Stenographer I	11.40
Stenographer II	13.00
Supply Technician	18.60
Survey Worker (Interviewer)	13.06
Switchboard Operator-Receptionist	11.40
Test Examiner	14.64
Test Proctor	14.64
Travel Clerk I	10.20
Travel Clerk II	11.11
Travel Clerk III	11.96
Word Processor I	11.40
Word Processor II	13.00
Word Processor III	14.84
Automatic Data Processing Occupations	

Computer Data Librarian	11.31
Computer Operator I	11.74
Computer Operator II	13.57
Computer Operator III	15.70
Computer Operator IV	17.42
Computer Operator V	19.30
Computer Programmer I (1)	14.90
Computer Programmer II (1)	17.88
Computer Programmer III (1)	22.12
Computer Programmer IV (1)	27.23
Computer Systems Analyst I (1)	20.79
Computer Systems Analyst II (1)	25.26
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	12.00
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	17.42
Automotive Glass Installer	15.85
Automotive Worker	15.85
Electrician, Automotive	16.58
Mobile Equipment Servicer	14.24
Motor Equipment Metal Mechanic	17.42
Motor Equipment Metal Worker	15.85
Motor Vehicle Mechanic	17.16
Motor Vehicle Mechanic Helper	13.40
Motor Vehicle Upholstery Worker	15.07
Motor Vehicle Wrecker	15.85
Painter, Automotive	16.58
Radiator Repair Specialist	15.85
Tire Repairer	13.76
Transmission Repair Specialist	17.42
Food Preparation and Service Occupations	
Baker	12.43
Cook I	10.31
Cook II	11.47
Dishwasher	7.91
Food Service Worker	8.47
Meat Cutter	14.51
Waiter/Waitress	8.52
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	16.58
Furniture Handler	11.77
Furniture Refinisher	16.58
Furniture Refinisher Helper	13.40
Furniture Repairer, Minor	15.07
Upholsterer	16.58
General Services and Support Occupations	
Cleaner, Vehicles	9.18
Elevator Operator	9.07
Gardener	11.37
House Keeping Aid I	8.43
House Keeping Aid II	9.10
Janitor	9.10
Laborer, Grounds Maintenance	9.46
Maid or Houseman	8.72
Pest Controller	12.00
Refuse Collector	9.10
Tractor Operator	10.78
Window Cleaner	9.80
Health Occupations	
Dental Assistant	14.14
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.68
Licensed Practical Nurse I	13.73
Licensed Practical Nurse II	15.40
Licensed Practical Nurse III	17.23
Medical Assistant	12.29
Medical Laboratory Technician	12.63
Medical Record Clerk	11.74
Medical Record Technician	14.14
Nursing Assistant I	7.98

Nursing Assistant II	8.97
Nursing Assistant III	9.78
Nursing Assistant IV	10.67
Pharmacy Technician	12.45
Phlebotomist	12.10
Registered Nurse I	15.21
Registered Nurse II	23.18
Registered Nurse II, Specialist	23.18
Registered Nurse III	27.72
Registered Nurse III, Anesthetist	27.72
Registered Nurse IV	28.18
Information and Arts Occupations	
Audiovisual Librarian	16.91
Exhibits Specialist I	14.29
Exhibits Specialist II	17.69
Exhibits Specialist III	20.06
Illustrator I	15.26
Illustrator II	18.89
Illustrator III	21.42
Librarian	21.65
Library Technician	12.65
Photographer I	12.94
Photographer II	13.87
Photographer III	17.17
Photographer IV	20.92
Photographer V	25.30
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	8.18
Counter Attendant	8.18
Dry Cleaner	9.79
Finisher, Flatwork, Machine	8.18
Presser, Hand	8.18
Presser, Machine, Drycleaning	8.18
Presser, Machine, Shirts	8.18
Presser, Machine, Wearing Apparel, Laundry	8.18
Sewing Machine Operator	10.46
Tailor	11.23
Washer, Machine	8.88
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	16.58
Tool and Die Maker	22.00
Material Handling and Packing Occupations	
Forklift Operator	14.15
Fuel Distribution System Operator	15.66
Material Coordinator	16.58
Material Expediter	16.58
Material Handling Laborer	12.22
Order Filler	11.94
Production Line Worker (Food Processing)	14.51
Shipping Packer	13.43
Shipping/Receiving Clerk	13.40
Stock Clerk (Shelf Stocker; Store Worker II)	13.17
Store Worker I	10.30
Tools and Parts Attendant	14.51
Warehouse Specialist	14.51
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	18.27
Aircraft Mechanic Helper	14.51
Aircraft Quality Control Inspector	20.09
Aircraft Servicer	16.58
Aircraft Worker	17.44
Appliance Mechanic	17.42
Bicycle Repairer	13.76
Cable Splicer	22.03
Carpenter, Maintenance	18.60
Carpet Layer	17.44
Electrician, Maintenance	23.60
Electronics Technician, Maintenance I	13.33
Electronics Technician, Maintenance II	19.94

Electronics Technician, Maintenance III	22.98
Fabric Worker	15.12
Fire Alarm System Mechanic	19.16
Fire Extinguisher Repairer	15.59
Fuel Distribution System Mechanic	19.16
General Maintenance Worker	15.85
Heating, Refrigeration and Air Conditioning Mechanic	17.45
Heavy Equipment Mechanic	18.86
Heavy Equipment Operator	19.34
Instrument Mechanic	19.34
Laborer	10.12
Locksmith	16.58
Machinery Maintenance Mechanic	18.23
Machinist, Maintenance	20.34
Maintenance Trades Helper	13.40
Millwright	19.16
Office Appliance Repairer	18.24
Painter, Aircraft	17.39
Painter, Maintenance	16.58
Pipefitter, Maintenance	21.36
Plumber, Maintenance	19.07
Pneudraulic Systems Mechanic	19.16
Rigger	19.16
Scale Mechanic	17.44
Sheet-Metal Worker, Maintenance	17.81
Small Engine Mechanic	15.85
Telecommunication Mechanic I	18.65
Telecommunication Mechanic II	19.55
Telephone Lineman	19.16
Welder, Combination, Maintenance	17.42
Well Driller	18.59
Woodcraft Worker	20.02
Woodworker	14.24
Miscellaneous Occupations	
Animal Caretaker	9.62
Carnival Equipment Operator	9.71
Carnival Equipment Repairer	10.31
Carnival Worker	7.91
Cashier	10.02
Desk Clerk	10.45
Embalmer	18.43
Lifeguard	9.68
Mortician	18.61
Park Attendant (Aide)	12.16
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.59
Recreation Specialist	14.49
Recycling Worker	12.29
Sales Clerk	10.65
School Crossing Guard (Crosswalk Attendant)	10.01
Sport Official	9.68
Survey Party Chief (Chief of Party)	20.22
Surveying Aide	11.92
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	16.33
Swimming Pool Operator	14.51
Vending Machine Attendant	12.29
Vending Machine Repairer	14.51
Vending Machine Repairer Helper	12.29
Personal Needs Occupations	
Child Care Attendant	9.95
Child Care Center Clerk	13.04
Chore Aid	8.69
Homemaker	14.74
Plant and System Operation Occupations	
Boiler Tender	19.33
Sewage Plant Operator	17.51
Stationary Engineer	19.33
Ventilation Equipment Tender	14.51
Water Treatment Plant Operator	18.33
Protective Service Occupations	

Alarm Monitor	14.91
Corrections Officer	19.51
Court Security Officer	19.84
Detention Officer	19.84
Firefighter	20.30
Guard I	10.58
Guard II	13.92
Police Officer	21.06
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	17.75
Hatch Tender	17.75
Line Handler	17.75
Stevedore I	16.16
Stevedore II	17.64
Technical Occupations	
Air Traffic Control Specialist, Center (2)	29.00
Air Traffic Control Specialist, Station (2)	19.99
Air Traffic Control Specialist, Terminal (2)	22.02
Archeological Technician I	12.80
Archeological Technician II	14.30
Archeological Technician III	17.69
Cartographic Technician	18.61
Civil Engineering Technician	18.70
Computer Based Training (CBT) Specialist/ Instructor	20.79
Drafter I	11.59
Drafter II	13.33
Drafter III	14.29
Drafter IV	17.69
Engineering Technician I	12.53
Engineering Technician II	14.08
Engineering Technician III	16.67
Engineering Technician IV	20.03
Engineering Technician V	25.70
Engineering Technician VI	28.56
Environmental Technician	16.80
Flight Simulator/Instructor (Pilot)	25.23
Graphic Artist	18.88
Instructor	20.77
Laboratory Technician	15.90
Mathematical Technician	18.87
Paralegal/Legal Assistant I	14.69
Paralegal/Legal Assistant II	20.92
Paralegal/Legal Assistant III	25.59
Paralegal/Legal Assistant IV	30.97
Photooptics Technician	18.87
Technical Writer	23.25
Unexploded (UXO) Safety Escort	18.43
Unexploded (UXO) Sweep Personnel	18.43
Unexploded Ordnance (UXO) Technician I	18.43
Unexploded Ordnance (UXO) Technician II	22.30
Unexploded Ordnance (UXO) Technician III	26.72
Weather Observer, Combined Upper Air and Surface Programs (3)	15.90
Weather Observer, Senior (3)	17.63
Weather Observer, Upper Air	15.90
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	15.37
Parking and Lot Attendant	8.65
Shuttle Bus Driver	11.32
Taxi Driver	9.68
Truckdriver, Heavy Truck	17.67
Truckdriver, Light Truck	11.32
Truckdriver, Medium Truck	16.91
Truckdriver, Tractor-Trailer	17.67

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or success weeks after 5 years, and 4 weeks after 15 years. Length of service includes the who of continuous service with the present contractor or successor, wherever employed, a the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther Ki Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Co Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitu any of the named holidays another day off with pay in accordance with a plan communi to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, o professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. rate of basic pay plus a night pay differential amounting to 10 percent of the rate basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a r tour of duty, you will earn a night differential and receive an additional 10% of ba for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours week) and Sunday is part of your regularly scheduled workweek, you are paid at your basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday wo which is not overtime (i.e. occasional work on Sunday outside the normal tour of dut considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees emp in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work su screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, a pyrotechnic compositions such as lead azide, black powder and photoflash powder. Al house activities involving propellants or explosives. Demilitarization, modificatio renovation, demolition, and maintenance operations on sensitive ordnance, explosives incendiary materials. All operations involving regrading and cleaning of artillery

A 4 percent differential is applicable to employees employed in a position that repr a low degree of hazard when working with, or in close proximity to ordnance, (or empl possibly adjacent to) explosives and incendiary materials which involves potential i such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adj work area or equipment being used. All operations involving, unloading, storage, an hauling of ordnance, explosive, and incendiary ordnance material other than small arm ammunition. These differentials are only applicable to work that has been specifica designated by the agency for ordnance, explosives, and incendiary material differenti

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (eith the terms of the Government contract, by the employer, by the state or local law, et the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) uniforms is an expense that may not be borne by an employee where such cost reduces hourly rate below that required by the wage determination. The Department of Labor w accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequat number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsib of the employee, all contractors and subcontractors subject to this wage determinati shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual c reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per wee \$.67 cents per day). However, in those instances where the uniforms furnished are m "wash and wear" materials, may be routinely washed and dried with other personal gar

and do not require any special treatment such as dry cleaning, daily washing, or com laundering in order to meet the cleanliness or appearance standards set by the terms Government contract, by the contractor, by law, or by the nature of the work, there requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by Third Supplement, dated March 1997, unless otherwise indicated. This publication ma obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402 Copies of specific job descriptions may also be obtained from the appropriate contra officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is no listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), classified by the contractor so as to provide a reasonable relationship (i.e., appro level of skill comparison) between such unlisted classifications and the classificat listed in the wage determination. Such conformed classes of employees shall be paid monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract wo such unlisted class(es) of employees. The conformed classification, wage rate, and/ fringe benefits shall be retroactive to the commencement date of the contract. {See 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separa 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupa and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order p classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later tha days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report action, together with the agency's recommendations and pertinent information includi position of the contractor and the employees, to the Wage and Hour Division, Employm Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b) Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disa the action via transmittal to the agency contracting officer, or notifies the contra officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupat (the Directory) should be used to compare job definitions to insure that duties requ are not performed by a classification already listed in the wage determination. Rem it is not the job title, but the required tasks that determine whether a class is in

in an established wage determination. Conformances may not be used to artificially combine, or subdivide classifications listed in the wage determination.